Nation

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CAREER ISSUE

EM1 RUPERT HEARINGS

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editorial

Jobber

By Steve Bonspiel

Jobs. We all need them (unless you're lucky enough to be rich), and, by extension, we also need the cash that comes with them.

Getting used to the capitalist society that surrounds us as Native people has been difficult at times, but we're getting there. Nations no longer hunt, trap, farm or gather to avoid starvation. Instead, many of us work nine-to-five jobs and drive large SUVs in order to keep up with the Joneses, Tremblays or Shecapios.

Crees were one of the last remaining nations to hunt and trap as a way of life. But now they can simply walk down to the local restaurant and buy a hamburger if the geese aren't flying that day. Eenouch no longer need to hunt and trap thanks to well-paying jobs and the not-too-long-ago end of their nomadic lifestyle.

A career is even better than a steady job. Many people in Eeyou Istchee are carving out their niche in life and working towards careers that the previous generation never had a chance to even think about.

Doctors, lawyers, and nurses are becoming the norm as far as careers are concerned for Native people to shoot for, and why not? We've dealt with a lot the last 500 years, why couldn't we channel that strength into a life-long position as a corporate bigwig? Or a politician, perhaps?

Jonathan Cheechoo has chosen a different kind of career as a right-winger for the San Jose Sharks of the National Hockey League. And he has flourished. He is shooting for a 50-goal season this year and at press time was only eight goals shy of that total. I predict that his popularity and quiet, respectful demeanor will pay dividends for the Cree Nation in a short period of time for young Eenouch striving to make the most of their athletic ability.

Considering our short history at the university level we're doing pretty well.

There are many opportunities out there for the youth to pursue their dreams. The Cree School Board pays a handsome sum to students attending schools across the country. There is also tremendous support in purchasing books, aiding with travel and other things that come with being a James Bay Cree student.

Whether it is physical labour or something a little more mentally challenging, Crees and all Native peoples have what it takes.

When the New Relationship Agreement was signed in 2002, it brought with it despair and heartbreak for some, but it also brought numerous job opportunities. Under programs like Niskamoon, Crees can train to work at higher-paying jobs with Hydro Quebec or Telus. Families are benefiting from these new jobs and have found a certain degree of wealth, even if it came at a very steep price.

The Cree Nation is one of the most respected in North America and it's only going to get better. A generation ago we didn't have jobs like computer programmer and website designer, yet they are now an integral part of the ever-growing computer business and the Internet north of the 49th parallel.

Everyone has a dream of what they want to be in life and the possibilities for the Cree Nation seem endless.

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on the cover

Photo: Will Nicholls

Design: Martin Dubé

rez notes

Job Nation

It's funny when you write out a resume and you recall all the things that you did or didn't do. In my long history of working, since 1972, jobs were scarce but available to those with an education, like me. Some jobs I had didn't make it to my resume, but thinking back, I think I will include them the next time I need a new job. I hope it will be a leading role in a soap opera, which I see as the ideal job. You get to experience just about everything, including acquiring special skills that require you to play the same role for decades, without looking older. You also get away with just about everything, including coming back from the dead, but I'll deal with real life here.

Back in the 1970s, the only jobs around were for summer students and the recruitment for these jobs was seemingly magic. One day you're lounging around and the next day at the crack of dawn, you were reporting to work along with the rest of your classmates. I don't remember filling out any application forms or asking for any work, but somehow, we got jobs.

The list of jobs over the summers for me were mainly related to work that adults tend to shirk and avoid, such as picking garbage, painting buildings, picking more garbage, painting more buildings, and repainting the lousy job we did a few summers earlier.

Then thinking jobs came along with the skills we acquired at school. After a two-year vocational course in typing, we had the job of typing out the entire James Bay and Northern Quebec Agreement, word for word. Another summer went by, and after learning advanced physics and calculus, I was put to work at the LG-2 Hydro complex, where many Cree worked heavy construction shifts.

I noticed that of all the Cree workers, I was the only one with a white hard hat. Most guys who worked there a long time ago have nice jobs today or are retired. I was the only 17-year-old in the whole project (at least I thought so, because everyone seemed to have some sort of beard, except for the occasional female, who was outnumbered by men 1,000 to one). The experience I gained from that summer didn't really apply afterwards, as only two dams were built over a 30-year period.

Then, giving up on all things that pay well, I worked for the airline, which somehow managed to pay their employees rates that a Mexican would be proud of. I, of course, having my head in the clouds most of the time, thought that this job was the best ever, except the material wealth was non-existent. At the same time, companies were desperately seeking me, but the employment agent at that time didn't make the connection between me and my name. So if you ever need to get a job, make sure the employment officer remembers your name and phone number or you will never be called to work.

Techniques for landing a good career are really related to who you want to be, just like the proverbial question, "Who you want to be when you grow up?" is a very serious question that shouldn't be treated lightly. Some people never realize that they are already grown up physically and never ever get to answer that question in time. So figure out who you want to be and get the right education that suits that answer.

For example, if you want to be a butcher, don't go to medical school for seven years. If you want to be a police officer, don't study how to be the bad guy. If you want to be a teacher, don't stay in school for most of your life.

However, if you want to be a chief or politician, make sure that your resume is full of things that seem humanly unachievable, like the ability to work crowds into frenzy, until the crowd forgets what the heck you're talking about. To be a preacher, well, you just have to believe in just about everything and pass it around to those who don't. If you want to be a guy like me, well, you just have to keep on working until people remember who you are.

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EDITORIAL BOARD
W. Nicholls, L. Stewart, N. Diamond, E. Webb

EDITOR IN CHIEF
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ASSISTANT EDITOR
Steve Bonspiel

IYIYUU AYIMUUN EDITOR
Brian Webb

COPY EDITOR
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CONTRIBUTING WRITERS
X. Kataquapit, S. Orr

PHOTOGRAPHY
S. Bonspiel, D. Valade, N. Diamond, W. Nicholls

GRAPHIC DESIGN
Martin Dubé

DIRECTOR OF FINANCES
Linda Ludwick

SALES REPRESENTATIVES
Danielle Valade, Christina Groom

PRODUCTION COORDINATOR
Claire MacKinnon

LAYOUT & PRODUCTION
Martin Dubé

THANKS TO: Air Creebec

WHERE TO REACH US:
POSTMASTER:
5505 ST-LAURENT, #3018
MONTREAL, QC., H2T 1S6
PLEASE ADDRESS CORRESPONDENCE TO:
The Nation PRODUCTION OFFICE
5647 PARC AVE. P.O. BOX 48036
MONTREAL, CANADA H2V 4S8
EDITORIAL & ADS
TEL.: 514-272-3077, FAX: 514-278-9914
ADS- VAL D'OR-CHIBOUGAMAU REGION
TEL.: 514-285-8986
The Nation HEAD OFFICE
P.O. BOX 151, CHISASIBI, QC. J0M 1E0
www.beesum-communications.com
E-MAIL ADDRESS:
Editorial: nation@beesum.ca
news@beesum.ca
Ads: ads@beesum.ca
groom@beesum-communications.com
Classifieds: beesum@beesum-communications.com

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Canada

EM1 Rupert hearings begin

Story and photos by: Will Nicholls

The first-ever joint hearings on a hydroelectric project kicked off in Mistissini March 15 with lively interventions from community members. The hearings on Hydro Quebec's EM1A and Rupert River Diversion projects mark the first time that the Federal Environmental Review Agency and COMEX has held a joint hearing on the same issue.

The project would submerge 188 square kilometres of land and change the course of a river that was a water highway not only for the Crees but for the fur trade. The Rupert River is the oldest Hudson Bay inland fur trade route. How highly valued it is by the Mistissini Crees would become evident during the three days of the hearings.

In his opening remarks, Comex Chairman Clement Tremblay said priority would be given to community residents. Tremblay said he wanted everyone to feel free to express themselves. Questions directed at the Proponent (Hydro-Quebec), however, would go through the review committees, said Bernard Forestell, chairman of the federal panel.

Hydro-Quebec seemed to start off on the wrong foot by promising to help trappers use the changed land more efficiently. One Mistissini resident sourly remarked that Hydro Quebec engineers must think they are better than Cree tallymen.

Jean Bonneau, Commercial Delegate for Hydro-Quebec, promised trappers that affected camps would be moved or rebuilt. He said Hydro would provide new navigation charts that would, for example, show safe snowmobile routes. In addition, boat-launching ramps and portages will be cleared.

Bonnie said the utility expects little effect on big game, such as moose and caribou, and they will create new hunting grounds and wetland areas. Hydro said the project will have minimal impacts on the fish population and new spawning grounds for sturgeon would be created and stocked.

Hydro-Quebec will also allow the federal authority to monitor whether or not they have lived up to environmental standards and said this was a project designed in partnership.

Bonneau pointed out that under Section 4.11 of the Paix des Braves, Cree consent was given to carry out the Eastmain-1A/Rupert Project. As a result of that, the Boumhounan Agreement was created to see this happen. Bonneau said $240 million in contracts were to be awarded to the Cree, special funds set aside for remedial works as well as jobs under the new relationship. The project would see 5,000 workers at its peak.

A reference was made to the Cree referendums, with Bonneau saying it resulted in a 70 per cent approval for signing the Agreement.

In return, Hydro would have its generating capacity increased by 893 additional megawatts of electricity and 8.5 terawattshours of energy output per year. This power would meet increasing electricity demands both within and outside of Quebec. Bonneau said hydroelectricity is clean, renewable energy produced at a low cost of 4.4 cents per kilowatt hour. The project is estimated to cost $4 billion.

An outfitter from Awashish Outfitting Camps, George Awashish, said he and his family business partners are very nervous about the project as they are now having a hard time selling the Rupert as a fishing destination. The only help they received from Hydro Quebec was a brochure and he asked for assistance to promote the Rupert as its reputation has been damaged.

"I'm trying to preserve this river. You're trying to destroy this river," Awashish said. The camp also asked for a fish study.

Hydro replied they have helped a lot and even went to an outdoors show with camp representatives. The utility also said they have no study for his area in their agenda as there are several rapids between the camp and the site where they will start building 110 kilometres upstream. Rapids are potential obstacles to fish migration, said a Hydro Quebec spokesman, adding that

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Healthy Living

Nourish the body and stimulate the senses with Healthy Living recipes!

Many people in Eeyou Istchee have Diabetes, or know of someone who does. Quite often this can be someone they love. We know that healthier food choices are important, but let's face it, sometimes they can border on boring. Well, not anymore! Each issue of *the Nation* will feature a delicious meal that keeps in mind the importance of health maintenance but does not forget rich and hearty satisfaction.

Heavenly Macaroni Salad

Main Ingredients

2 cups	cubed cooked ham or chicken	500ml
4 cups	cooked elbow macaroni	1000ml
1 cup	frozen cooked small shrimp, thawed	250ml
1	celery rib, chopped	
1/4 cup	chopped onion	50ml
1/4 cup	chopped green pepper	50ml
1/4 cup	chopped sweet red pepper	50ml
1/2 cup	shredded Cheddar cheese	125ml

Dressing

1/3 cup	low-fat or non-fat sour cream	75ml
1/3 cup	low-fat mayonnaise	75ml
4 tsp	vinegar	20ml
1/4 tsp	dill weed	1ml
1/4 tsp	pepper	1ml
1/4 tsp	sugar	1ml
1/2 tsp	salt (optional)	2ml

Directions

1. Combine cubed ham or chicken, macaroni, shrimp, celery, onion, green and red pepper and shredded cheese in a medium-sized bowl, mixing thoroughly.
2. In a separate bowl, combine sour cream, mayonnaise, vinegar, dill weed, pepper, sugar and optional salt until blended. Pour the dressing mixture over the salad and toss to coat.
3. Cover and chill for several hours before serving. Makes 8 servings. Enjoy!

Nutritional Analysis per serving (3/4 cup):

Calories: 188	Carbohydrates: 14g
Sodium: 136mg	Protein: 12g
Cholesterol: 49mg	Fat: 9g

Northern

the spawning and feeding grounds are local so the fish have no reason to travel.

Members of the Neeposh family then questioned Hydro Quebec on their use of traditional knowledge. They requested that a study of the fish be undertaken using their traditional knowledge of the area.

A study was completed by an environmental consultant firm, Genvier, that didn't satisfy the Neeposh family. They chose the lake where the nets would be set up, "but they were not allowed to choose the sites where to put the nets," said Jimmy Neeposh.

The nets were put in the same locations as the previous study. "We were trying to show where the fish, where it exists. And what kind of species, because we were told there was no fish in some areas where we knew there is fish," said Neeposh. "We wanted to show them where the fish is at different times of the year in different lakes. Genvier says there is no speckle trout there; we responded that they did not find trout because they fished there at the wrong place and wrong time during both studies."

Neeposh took issue with the *Boumhounan Flash* newsletter, which stated the studies found there was no impact on fish stocks because none were found, and that this finding was based on Cree traditional knowledge.

"The way our names are mentioned and the pictures make us look like we support the results and the information contained in the report. We do not agree with the results," said Neeposh. "Traditional knowledge was not put into consideration at the very beginning of this study."

Many Neeposh family members also talked, saying they were probably the most impacted family and had willingly given up their land for the benefit of all but had concerns about the project they wanted addressed. One of their requests was for an official written and recorded history by their father Tommy Neeposh on his vision and to share his knowledge. It would be done in Cree, English and French so his message would reach everyone who benefits from the development affecting his land.

Several other residents got up to talk about the project. Jason Coonishish was perhaps the most heated speaker. "This is a rape to our lands and rivers," he said. "We knew to watch over our land and waters, because that's our responsibility. You take care of the land, and it takes care of us."

Larry Linton told the review board there was a commandment in the bible that says you should not covet what belongs to your neighbours. Linton said that is what has been happening to Aboriginal Peoples in North America for the past 300 years.

Mistissini Chief John Longchap asked that the community and Cree hunters are listened to. He also asked that the review committees ensure that individual communities such as Mistissini receive an "equitable proportion of the contracts which result from the construction, operation and maintenance of this hydro-electric project."

Future hearings: Eastmain, April 4; Wemindji, April 11; Chibougamau, April 25; Montreal, May 1-4; Waskaganish, May 30; and Chisasibi, June 6. (The Nemaska hearing was held March 21, too late to be covered in this issue.)

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Weeneebeg festival

The lights were low, the seats were filled and people were smiling in Moose Factory March 8-12 for the fourth annual Weeneebeg Aboriginal Film and Video Festival. The event drew a record attendance this year with all of the screenings, workshops, special activities and guest artists to make this year's festival was an undeniable success.

The festival offered 24 films, including shorts and long works, documentaries, animations and experimental efforts from Aboriginal artists from around the world. For instance, Shirley Cheechoo's new film, *Johnny Tootall*, and festival founder Paul Richard's *The Winter Chill* were featured. Both artists as well as six other filmmakers were on-hand to present their work and answer questions from the audience.

A new component this year was a series of workshops organized for local students to get practical experience in filmmaking. The topics ranged from stop motion animation, camera-less animation, documentary creation, short film production and an actors' workshop presented by aboriginal celebrities Dakota House and Nathaniel Arcand.

"The aim of the festival is to build a northern audience who appreciate seeing film and videos. We also believe it's important to exhibit new undiscovered filmmakers along side more established artists," said Richard.

This year marked the beginning of a partnership between the Weeneebeg Festival and the Independent Filmmakers of Toronto (LIFT) organization to offer more in-depth training throughout the year to local people of all ages who want to become involved in the media arts – who can then be showcased at the festival one day.

In only four short years the Weeneebeg festival has quickly established itself as a source of inspiration for both the audience and the invited guests. The relaxed and friendly atmosphere and the tireless dedication of the staff and volunteers make this annual event a true gem of the north.

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Chishienuu Chiskutamaachwin Elders Wisdom

by Will Nicholls

Many in the Cree Nation have talked about the traditional knowledge of our Elders and how some of it may be lost as they pass on. More and more, however, the Cree communities are doing something to not only preserve those teachings but are making it a part of everyday life. This is Mistissini's story: what the community is doing to ensure Cree culture, values and knowledge will continue to be a part of everyday life. The Mistissini Band Council's Public Health Department initiated Chishienuu Chiskutamaachwin a few years ago. One of the coordinators, Murray Neeposh, had a chance to talk to the Nation about the program. Most of the activities are centred on Murray's Lodge, about eight kilometres from the community.

The Nation: So this is your camp?

Murray Neeposh: No, it isn't. They just use my name. It's for the community. All the activities that are taking place here are projects under Chishienuu Chiskutamaachwin, traditional Cree fishing. There are two projects going on, one here and another in the community. There's a Shaptaun over there and that's where the traditional fishing takes place. All of these are projects of the band that run for some time. Last year we ran it for 18 weeks. The fishing is a new project. It's going to go about 24 weeks. Since it's a new project, we're going through the aches and pains of a new start. The Chishienuu Chiskutamaachwin, which is about traditional learning, we've had it for three years now. We have a pretty good handle on what we are doing in that area. The sewing, the wood carving and all that is going fine.

Are there a lot of participants from Mistissini?

Reasonably well. Somehow what we have noticed is that middle aged are involved and we would like to see more youth involved.

We are starting to see gradually there's an increase in young people. We are starting to get their interest. All of this is an effort to get our youth to know where they came from. We want to help them to know what their grandparents were like and what they knew before outside people came into our communities. The government came in and all that and they took the children from their homes. There's a lot of conflict that happened then. A lot of cultural disturbance took place. Many, many young people lost what they could have known from their parents, what they could have been taught.

You know, there are a lot of years in between here where residential schools attendance took place. As a result children stayed away from home and the parents were told to participate. They were threatened with the loss of family allowance, welfare would be taken.

So, there was a lot of pain, a lot of hurt. All of this separated us from what we would have known if we were in the bush. There are a lot of intricate, detailed hurts and pains that took place. It affected the Elders raising their children. The transfer of knowledge, the skills, the teaching they would do, that was taken away from them. And the children were robbed of their identity.

Do you think that's why you have so many middle-aged people coming? They're learning those skills they perhaps didn't get?

Yes, I think that's what happening right now. Their interest is there because now they see since they have been in and out of school now they are getting involved with the community. These middle-aged people see now how important our way of life is. Our culture, our way of life, what we have been missing. What we grew up with. The very reason of our existence is based on our culture and our way of life.

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Some of these skills could lead to a career. There's a market for some of these things?

Yes, but for this activity or type of project, we are not interested in that. We are interested in transferring skills. We want people to utilize the knowledge and skills. To be able to do things with their hands, to make cultural things. We want them to learn the skills of the Elders.

Secondly, when you do these things there is an inner healing from the aches and pains. As I have said before there a lot of things that are happening. It affected us in how we raise our children because we were away from our mothers for long periods of time. We didn't learn that much back then when we came back. We see now how important it is to learn that.

There's a lot of disturbance today and we acted up back then, too. All of this is interconnected. Our problems were caused by the schools because if we were raised by our parents we would have had more respect towards people, things, the animals, towards our surroundings, towards people from outside. We would have had more concern and respect for all of this.

It's very important for our community to continue to do these activities for the sake of our children in the future to understand the importance of why we are here. We have a certain way of doing things and the Elders are teaching it to us. We will have to teach it to them and how will we do that if we do not learn it ourselves?

This program is something that has to evolve in order to maintain our culture, our way of life and our language. Our language is deteriorating very rapidly. Getting our youth involved will influence how much we retain in the future. If we don't do anything like this the deterioration will increase as the years go by. Our Elders are passing on quite rapidly. That is why all of this is taking place.

Potential to achieve one's best!

It is an awesome responsibility for Cree Nation educators and parents to bring out the potential and power in each child.

The Cree School Board focuses on a balanced approach to ensure our students leave our education system to move on to higher levels of learning to pursue a passion, a goal, a career...yet uphold their Cree identity, language and cultural values.

The Cree School Board Council of Commissioners encourages each of you to aim high and reach your own potential!

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Its all about the interview!

By Amy German

When it comes to going to a job interview, there are precious things to remember, according to certified image consultant Giselle Demers. "It's all little, little things... you want to outshine the competition because it shows that you care."

Demers previously worked in the corporate world and has always had a flare for fashion. Her favourite hobby was picking out her wardrobe for the week. She always had the desire to own her own business, so image consulting and giving job advice was a natural step.

"The purpose of an interview is not to get a job but to get the right job," she says, stressing the importance of knowing the industry you are looking to break into. "People forget the purpose of a job interview. It's for the interviewer to discover your talents, your abilities, your interests, and whether you are going to be a good fit for the job."

Though not all of us can handpick who we are going to work with, when you do have the option it is important to remember that chemistry, even in a work place, is essential.

"It's really important not to panic and just take the job because you 'need the money' or whatever. In the long run it's smart to sometimes turn down a job at the second interview because your personality, or your interest or your abilities are not appropriate for that job," says Demers. When it comes to looking for a new job the one thing she can not stress enough is to "Do your research!"

Many of us fantasize about changing careers or moving up in the world. However, knowing the types of places we are applying to or researching these establishments' backgrounds is essential because, as Demers says, "If you want to get the job, you have to look the part."

Being self-aware is the first step, as you never get a second chance to make a first impression. Having addressed high school students in a recent seminar, as an experiment Demers asked the soon-to-be graduates to come to the seminar dressed as they would for an interview. As she anticipated, her bubbling graduates to be dressed inappropriately.

"It really showed me that they were not aware as to what their image was," she said. Big mistakes included excessive cleavage, inappropriate skirt lengths, fishnet stockings, big earrings, overly large suits, scuffed shoes and missing buttons.

"For a job interview," she says, "it has to be conservative. It's not about trying to show how stylish you are unless you are going into an industry that requires you to show a little bit more creativity."

As the job market's nature is to be competitive, looking your best and being prepared is essential. "When you walk out that door, make sure all the buttons are there, that there are no rips in your clothing, that your outfit or your suit is clean. Even having a copy of your C.V. in a nice leather case (not in a manila envelope) is important," notes Demers, insisting that one's appearance be consistent.

"You need to be comfortable with yourself and when you speak," she says. "Look your potential employer in the eyes because it really demonstrates that you are comfortable and that what you are saying is credible."

In any situation it helps to be comfortable in your own skin but when you are under the microscope in an interview this becomes tantamount. Other key things to remember are: remembering to smile, addressing employers formally, giving a firm handshake as it exudes confidence, avoiding smoking before an interview as it tends to leave you with an unsavoury odour and if ever you are uncertain, to try and follow the lead of the person interviewing you.

For more information go to http://www.image-style.ca/

Giselle Demers

How Your Favourite Activities can guide you to a Career

By Trina Maher, Aboriginal Human Resource Development Council of Canada

What are your favourite activities? And how can they help you identify some skills you can relate to finding your career opportunities?

A good starting point to build your list of possible career choices, is to look at the activities or favourite things you like to do and how they may be related to a career choice. For example, make a list of twelve things you enjoy doing. Now, has long has it been since you have done that activity? Was it this week, last month, or even a year ago? Do you do this activity as part of a group, such as a team sport, or is this activity more solitary, such as reading or artwork? You may find some surprising things in common among your activities. You may realize that all of the favourite things you enjoy may be as part of a group, or team; which may help you to identify that the type of career setting you could enjoy the most would be one where there is a team environment. Also, has it been a long time since you did an activity, yet you really enjoyed it in the past? For example, if you enjoyed drawing, but you haven't sketched in a long time, and you used to really enjoy the creativity you experienced when doing your artwork; perhaps this an avenue that you should explore further, there may be some career choices that you can research in the area of graphic design, as one example. Another common thing you may find among your favourite activities is that you could realize that they all are outdoor, and these activities may lead to a job in the environment sector.

You can learn more about this exercise and others that can help you to get a better understanding of yourself and unlock some of the potential career options in the workbook Guiding Circles Booklet 1: Understanding Yourself. For more information please contact the Aboriginal HRD Council at www.guidingcircles.com or call toll free at 1-866-711-5091.

"Career/life planning is a lifelong journey – not a final destination"

Career development what is it all bout?

Message from
CREE HUMAN RESOURCES DEPARTMENT

We hear everyday about the importance of education and the need to develop a career.

We are told about all the possible career opportunities in Eeyou Istchee and this seems so out of reach when we are thrown often too early into adult life with responsibilities.

Are the words success, progress, advancement no longer part of your vocabulary? Does career development seem out of reach and is it possible for you? Are you just looking for employment to pay the bills? Maybe you are closer to career development than you think.

To begin with, let us look at the difference between employment and a career. The word career has really two meanings:

a) The particular occupation for which you are trained, such as teacher, educator, heavy equipment operator, administrator, accountant, trapper, etc.

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(Eeyou Istchee)
Grand conseil des Cris
(Eeyou Istchee)

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b) The general progression of your working or professional life. This involves building and progress through either additional training or experience. This includes paid employment, volunteer work and training. From waitress in a restaurant to restaurant manager, from heavy equipment operator to worksite foreman.

Employment is a job for which you get paid and gives you experience in a general or a specific field. It is a first step towards career development.

Career development is a path which shows the general progression of one's working life or one's professional achievements. Like a path it has many obstacles and you need to focus to stay on it.

In the past no one needed to choose a career, your career was decided for you and you developed it thanks to your parents and the adults around. Today reality is different, developing a career is a must and the best one for you has to take into consideration several things.

Any career development begins by a plan. This plan examines:

Who you are - Personality

What you are interested in - Interests

What you are good at - Skills

What you like and don't like about work - Values

Your Career Counselor is there to help you identify your interests, personality, values and skills, and also help you explore career options and research graduate and professional schools. Career counseling provides one-on-one or group professional assistance in exploration and decision making tasks related to choosing a career, changing employment, entering into the world of work or further professional training.

This can be done through career placement, career planning, learning strategies and student development

If you are a student likely you have a Guidance Counselor in your school. You can always consult one and ask to pass some tests to know more about yourself, your skills, your interests and your values. Then you can start making a plan.

If you are an adult career counseling services are available through the CHRD.

If you reside on one of the coastal communities you can contact:

Stella Bearskin, Career Counselor - In Chisasibi
(819) 855-2675
stella@chrd.ca

For the inland communities you can contact:

Ann Marie Awashish, Career Counselor - In Mistissin (418) 923-3285
awashish@chrd.ca

Remember there are many paths leading to success, each one are different, but it's up to you to make the first step!

Niskamoon's Technical Future

by Amy German

Established August 31, 2004, the Niskamoon Corporation was created to assemble all agreements between Hydro Quebec and the Cree under one administrative roof. Prior to 2004, various companies handled the agreements from EMS Corp to Abitibi.

"This created confusion in the community, people didn't know what organization to go to for hydro funding," explained Niskamoon's Kathy Shecapio, Regional Coordinator of Training and Employment.

In the 17 months that have followed Niskamoon's inception, various funding agreements have been reached, including a Hiring Initiative executed with the Cree School Board for more than $3.5 million, according to their 2004-2005 annual report.

Niskamoon's annual report stipulates that the objective of the Hiring Initiatives Program is "to provide 150 qualified Crees for the targeted Hydro-Quebec trades and technical permanent positions." The deadline for these 150 new permanent positions is March 31, 2017.

Niskamoon Corporation, Cree School Board and Hydro-Quebec are working in partnership to provide training that leads to employment on the James Bay Territory with Hydro-Quebec.

Through Niskamoon, Crees have been sent to various educational institutions in the Quebec and Ontario. "You have 10 in the telecommunications program, and then you have seven in the electromechanical program and five in the industrial mechanics. The ones in the vocational programs are graduating this summer," noted Shecapio.

Four fields of study are open to Cree students under the Niskamoon Corporation for the purposes of permanent employment at Hydro Quebec: Apparatus Electrician, a 2-year program,

Apparatus Mechanic, a 2-year program, Automation Electronics Technician, a 3.5-year program and Telecommunications technician, a 3.5-year program.

In the past, future telecommunications technicians were enrolled in Electronics Technology in the Telecommunications / Computers course of study at Heritage College in Gatineau, Quebec. Their role is going to be "to install, inspect and repair equipment, including phone systems, videoconferencing equipment, computer equipment, automated functions and cellular phone sites," according to the report.

Apparatus Electricians will be enrolled in the Automated Systems Electro Mechanics courses that are offered at the Centre Polymetier in Rouyn Noranda through the Commission scolaire Rouyn-Noranda.

"We had our first group of graduates last year from the electromechanical program, there were 10 of them. Nine out of the 10 are currently working at Hydro Quebec right now," says Shecapio.

Students entering this program must also have a broad knowledge of French to participate in this program. The French requirement stands as well for students looking to become Apparatus Mechanics.

Future apparatus mechanics follow the Industrial Construction and Maintenance Mechanics program that is taught out of the Centre de formation professionnelle de la Jamésie (James Bay School Board) in Chibougamau. Once graduated, these students will be able to oversee the use of vital apparatuses used in the production of hydroelectricity.

Future Automation Electronics Technicians participate in their course of study, Industrial Electronics in Instrumentation and Automation at the CEGEP de L' Abitibi-Témiscamingue in Rouyn Noranda. Those who graduate from this program will be able to conduct maintenance activities for Hydro.

"All of the programs that we offer except for the heritage degree are elsewhere," said Shecapio. In order to find recruits for these programs, Shecapio said, "Once a year we do a huge recruitment campaign from the communities. We've also done Val D'Or, Gatineau and Montreal."

You can visit your local Niskamoon Community Coordinator for more information on the training programs.

Charlie Brien: a pathfinder

By Will Nicholls

Charlie Brien was one of the first Crees to choose an untraditional career and combine it with his traditional Cree values and way of life. He chose to do this by starting one of the first Cree-owned businesses in Mistissini.

In those days, grants and loans to Crees to start businesses didn't exist. Not that Charlie would have taken one. He was a self-starter who operated with the money he had.

He started by selling sandwiches and such to workers constructing houses and band infrastructure. He combined this with a small place where he would make tea, bannock and donuts. To encourage his clientele, both Cree and non-Native, he brought in a generator and one of Mistissini's first televisions. Business was good on hockey nights.

Later, he would gut his band-supplied house, a log cabin, and create Mistissini's first Cree-owned restaurant and pool hall. In those days there was no road into the community so everything came in by canoe. It must have been an experience transporting a pool table, stoves, deep fryer and other goods into Mistissini.

Charlie had his own version of the Indian Casino back then. You would pay 25 cents and poke out a strip of paper from a board. Sometimes you won a whole $20 which Charlie would give you with a smile. Most times you brought a hamburger, French fries and had a game of pool.

Later he would tear down the log cabin and build another restaurant, adding an arcade in the basement.

He taught his children about his chosen career and when he was ready, he retired and went back to a more traditional lifestyle.

His legacy lives on with his children and the new restaurant they have built.

Generations in the restaurant business

By Dorothy Nicholls

Mistissini residents flocked to the grand opening of the new restaurant on the first day of spring, March 20.

Approximately 500 clients came to congratulate the owners and family members of the late Charlie Brien.

Previous to this opening, 120 of Charlie's friends were invited by the family to celebrate a memorial dinner March 8. It was a very memorable evening. The reading of Charlie's accomplishments by his son-in-law, (daughter Elizabeth's husband) Joseph Gunner, and service to the community that he loved, gave light throughout the evening as friends came forward to share their memories with family and friends. There were tears but also laughter.

The guests sat in new arrays of bright colours and the smell of freshness that comes with the opening of a new building. It held memories and if one wanted to let oneself, one could feel the presence of Charlie's spirit and could almost hear him say, "Has everyone been served? Don't forget anyone! These are our friends and they are hungry. Feed them!" This was Charlie's style and this was his life: to serve others.

His daughter Janie spoke on how all of this was possible because of all the people who attended. "Your patronage to our past restaurants made this possible for us," she said, and thanked the guests for coming.

The family also thanked Henry Baribeau for his contribution to the organization of the new restaurant.

The name of the restaurant, A.D.E.L.S., was formulated by Annie Iserhoff, Janie's sister. Still in the hearts and memories of old friends we will still think of it as Charlie Brien's place. The Adels will be the extension of their late father's place. So be patient with those of us who have been around for a while. Did I forget to mention, we ate C. Brien style, chicken and ribs, roast beef and homemade apple pie!

There was a traffic jam on a later night that I went by the restaurant. As I walked into the restaurant, it bustled with activity as waitresses rushed about to serve the many clients. Like the old days, it is still the busiest place in town!

Car Wash and laundromat

Story and Photos by Will Nicholls

For some the career choice is that of an owner/businessman and opportunities in Eeyou Istchee abound for youth.

No one knows this more than Patrick Forward and Ryan Petawabino, owners of Transport R&P Services. They started out two years ago with a moving van, and few contacts and have been growing ever since. In no time Mistissini and the surrounding region saw it made more sense to use their services. In most cases they cost less and worked faster then the competition.

Just recently Transport R&P Services added a laundromat and car-washing elements to their business.

Both owners acknowledge they had a lot of help in making their business a success. "Our parents were really there for us all the way," said Patrick Forward. He said both fathers were ready to lend a hand with advice and support. "They really gave us the benefit of their knowledge and now it's up to us to make it work," said Forward. Ryan Petawabino added that friends and other family members helped out a lot also.

To grow in this manner takes patience, organization, planning and of course, money. Forward said they had a lot more assistance than he would have thought possible. "We had a lot of help from the Mistissini Economic Development Department and Cree Human Resources Development," said Forward. He said the Aboriginal Business Canada (ABC), Indian Affairs and the Minister of the Region assisted in funding. "We're still waiting for official word from the Eeyou economic group but we're positive it'll be good news," said Forward.

The Caisse Populaire has already approved them for a loan for their business expansion.

Local Mistissini Chief John Longchap and Grand Council Deputy Chief Ashley Iseroff participated in the official opening of the car wash and the laundromat.

"Well, I'll know where to do my laundry now, since I don't have a wife yet," Iseroff joked. While there was some laughter and some wit, said interested ladies can apply at the Grand Council offices.

Chief Longchap talked about pride in seeing youth talking control of their future and helping to contribute to making a better future for all of Mistissini. Longchap said he hopes the people of Mistissini will support this business by becoming customers.

The laundromat has coin-operated machines and will sell detergent in either single packs or in large bulk. Two of the car wash ports are coin-operated while a third is for those who want a professional cleaning inside and out.

Chief John Longchap, Ryan Petawabino, Patrick Forward, Deputy Grand Chief Ashley Iseroff

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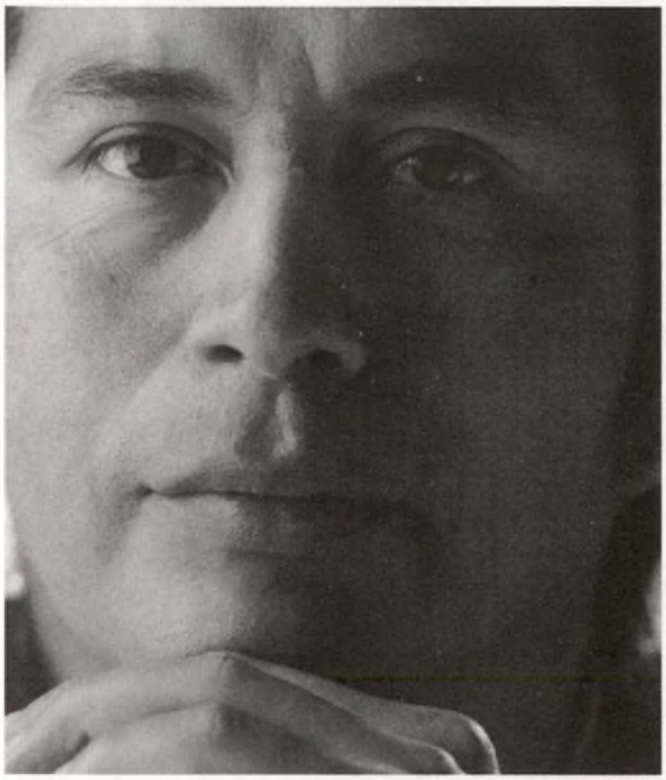

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UNDER THE NORTHERN SKY

Job hunting can be an adventure

by Xavier Kataquapit

Employment in one form or another is something all of us strive for. Working at something we enjoy doing to make a living is a goal that we all want to achieve. However, most of us see the prospect of looking for work as a huge challenge.

I was fortunate that we had a family business that dealt mostly in construction and transportation, so work was always there for me. When I decided to consider employment in other areas outside the family business I felt a little intimidated and unsure of myself.

A posting came up for a new Shop Class Assistant at our new Secondary School Technical Wing and I made the decision to apply. A friend helped me with designing and writing a resume that highlighted my experience and work history. I was pleased to be selected for an interview and I nervously waited for news over several days.

When I attended the interview I found myself sitting in front of a group of teachers, administrators and education representatives. I knew the people I was meeting because we all lived in a small remote community, but I felt intimidated by the circumstances. I did my best to show myself as calm and self-assured but inside I was nervous and very anxious. Then I had to wait days for a response. I got the job and I was elated.

When I look back on this experience, there was a great deal of anxiety and worry. I think that most people feel like this when they are looking for employment. Perhaps it is a good idea to look at job searching as an adventure and experience. The challenge then becomes more interesting and less intimidating rather than a hardship.

From the start it is a good idea to think of goals that we can achieve and to decide on what kind of employment we want. A good place to begin is to identify areas of employment that we want to apply for. Job postings are available in our immediate communities at the band office, schools or hospital. If you are searching for employment in other cities or towns, there are numerous resources that you can access for help. There are many online job-posting services that connect potential employees with employers.

The second step is to assemble a professional-looking resume. You can find help on this from friends or family but there are many resources available on the internet that can provide tips, examples and even templates that can be filled out. Your local school guidance counselor can be of great assistance and you can also visit a local employment and training agency in your community. Most First Nations across Canada are included in a Human Resources Development Canada Strategy that provides employment and training services and assistance to First Nations people. You can also visit your local band office to ask for assistance from the economic development office.

Once you have a resume, it is only a matter of distributing it. Identify potential employers you want to work for and send out your resume by fax, by letter, by email or hand deliver it in person. Then follow this up with a phone call to make yourself known and to make sure people see your resume. If you are not successful, keep trying and don't give up. Sometimes, people are lucky and they find a job right away but more than often job hunting takes some time. Don't give up after a few rejections.

You also have to be realistic and make sure that you have the education and skills required for the employment opportunity you want. If not, there are services and organizations available at your disposal for assistance. If you don't have the necessary qualifications then work toward adding to your experience and education to give yourself a better chance at finding work. You can also add to your experience by being a volunteer. This will give you experience you can put on your resume and it might just get your foot in the door. You can volunteer for your local hospital, school, with elders organizations or in another area of interest. If a job comes up at the place where you are volunteering then you might have a good chance to get it.

There is also an alternative approach to finding employment. You can also think of starting your own business and create employment for yourself. This can take all sorts of forms such as retail, marketing a product or service or to fill a need in the community. There is plenty of assistance to do so and you can find it by contacting your local band office, tribal council or regional training and employment agencies. If you are a First Nation person it may help you to go to Aboriginal Business Canada at http://strategis.ic.gc.ca/epic/internet/inabc-eac.nsf/Intro or also you can try Aboriginal Human Resource Development Council of Canada (AHRDCC) at http://www.ahrdcc.com/

So give yourself a pep talk, build up your confidence and take that first step. It is only a matter of time before you will surprisingly find yourself working away on your first day of employment. Remember the journey of a 1,000 kilometres starts with your first step.

Exploitant l'une des principales richesses naturelles du Québec, la Division Troilus (Inmet), vous offre la possibilité d'y faire carrière et d'avoir différentes formations en cours d'emploi. Le secteur minier comporte de nombreux défis à relever pour les prochaines années et offre des occasions à ceux qui veulent œuvrer dans ce secteur. Débrouillard, habile de vos mains et aimant la nature, vous pouvez travailler chez nous.

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Canadian Idol
a no go for aspiring Mistissini youth

By Steve Bonspiel

He came and he sang his heart out, but in the end he went home empty-handed.

Mistissini's Isaac Mianscum, 25, made his second attempt to become the first Eenou to make it into the televised stages of Canadian Idol when he arrived in Montreal March 17. That Saturday, after a three-and-a-half hour wait, he got his chance.

"It was fun, even though I didn't make it to the first round," said Mianscum. When asked what happened he replied, "I don't know. I did my best and they didn't tell me why."

He got a chance to strut his stuff in front of the producers of the show, but there was no performance in front of Sass Jordan this time around. "I wasn't nervous, I was just doing my thing," he chuckled.

He sang one of his favorite songs, "Flying without Wings," by Ruben Studdard. It's a song that he's sung for a long time and one he's very comfortable with, but alas, it was not to be.

Last year judges told him to work on his hitting the lower notes and to come back the following year.

"I feel I can do better, but it was a lot of fun," he told *the Nation*. Mianscum listens to CDs that teach him how to change his voice levels and hit high and low keys. He would love to take professional voice lessons, he says, but his job at the Meechum grocery store and no real place to learn in Mistissini has hampered his dream.

Thousands of contestants vied for the chance to be the next Canadian Idol in what has become an amazing phenomenon in Canada. Winners have gone onto very successful careers in the music industry during the nationwide search for hidden musical talent.

"It was really good to meet new and talented people," he said. "I made lots of friends."

Mianscum would love to see other Eenouch try to become the next Canadian Idol, but said that the people he knows who can sing are too shy.

"I'm going to keep practicing more and come back next year. I'm not discouraged; I'm just going to keep trying."

His singing talent has been nurtured within the community, where he sings at various local events. His talent was discovered when he was 15 and he thought he was home alone so he started singing. His father heard him and encouraged him to use his gift.

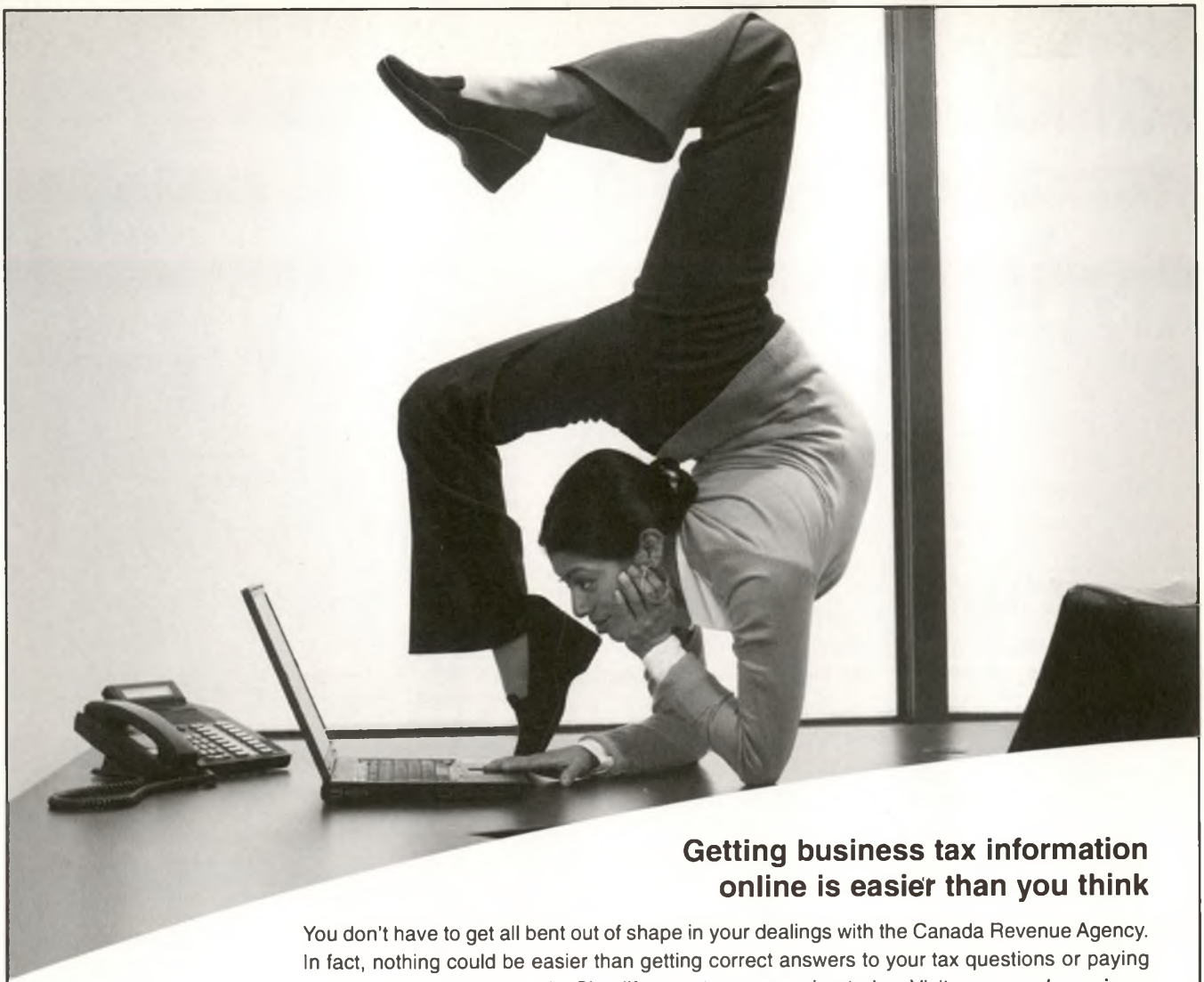
Isaac Mianscum

And what would he do if he became the next Canadian Idol?

"I'd travel a lot, and see new places. I used to travel more but since I got this job eight years ago, I travel a lot less."

Whether he makes it or not, Mianscum hopes that one day someone from Eeyou Istchee will make it all the way. "I want to encourage the youth, or anyone who has a talent to sing or other types of talents, to pick it up and use it. You can do it if you put your mind to it."

> "I'm going to keep practicing more and come back next year. I'm not discouraged; I'm just going to keep trying."



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CLASSIFIEDS

BIRTHS – 100

We would like to wish a happy belated 6th birthday to Shadrac Aaron Miiyobin Hester. His birthday was on March 19,2006. Sorry we couldnt be there on your special day! We LOVE you and we MISS you soo much! FROM your Family in WASKAGANISH.

First of all I'm very happy to tell the cree nation that we have a grandson it means I'm grandpa lol and I like to congratulation to my handsome son Eugene and chick from my heart I thank God he gave us grandson I'm so happy man from mom & dad Lina & James.

BIRTHDAYS – 101

To my son Dodee, I just want to wish you a happy belated birthday. I wish I was there with you and I want to remind you that I love you so so much it hurts!!! Lots of love from your baby la la face mom.

Sending a special birthday greeting to my brother Eugene Otter on March 17, 06. We love you so much and hope you had fun on your birthday. We want to wish you the best on your special day, since you're far from home. I wish you happiness and many more years to come. Once again, happy birthday. Love: Rebecca, Stanley, Josie-Ann, Jacey-Leigh, Journey Otter Gull.xoxoxo take care of yourself!

I would like to wish Happy Birthday to my two beautiful daughters. First, Happy Belated Birthday to my first born daughter Marisa Angel Joy on March 17. She celebrated her Birthday with grandma in ojay. Although I wasn't there to see you blow out your candles, I was thinking of you. I am sure you had a blast on your special day, as special as you are to me. We miss you so much and to my baby girl who will be celebrating her day on April 27. Happy 2nd birthday to Mya Beauty Amber on this day. May you both have many more birthdays to come. You know that mommy loves you both so much and I always will. You both mean so much to me and your big brother Marcus. I can never live without you guys. Once again.Happy Birthday to both of you. Love always from your mommy Bella (Wask.) xoxox

I would like to wish the love of my life, Michel Wapachee a wonderful birthday on April 6th! Everyday spent with you through out these years have been a journey and unimaginable experience and I wouldn\'t change it for the world. You are my best friend and a wonderful father to our daughter. With love always, xo Chloe(luv you daddy) Amy Mark

I like to wish happy belated birthday to my friend Agnes Happyjack, happy birthday girl.so now your 15 years old.your kinda getting old now. just jokin.=) So i hope you have fun on your birthday.from your friend Chantal Moses, from Waskaganish,but you know I live in Waswanipi though Agnes.

Happy belated birthday to Seanna Wap "weesickdow messy hair" on February 19th. Sorry so late, but its the thought that counts right? Wishing you all the best. From your friends,Shawnessy and Ruth.

Birthday wish going out to my mom Sheila Mark-Stewart on March 25th. Happy birthday day MOM. I hope everyone can see what a great mom you've been, and how much you mean to me. I always think about you in times both good and bad. For the things u thought are with me in happy times and bad. Throughout my life, your caring brightened each and every minute. You loved me and enriched my life, and I am so glad to have you in it. Today I wish you joy just like you pass around and may all your good times multiply and happiness abound. Love, always your daughter Brandy-Lee Abraham.

Wishing a happy birthday to the greatest dad, my daddy Jesse Blacksmith on April 17th. I love you!!! Love always, your son, ayden Jesse Billy Blacksmith.

Someone very special in my life will be turning 2 years old. She'll be celebrating her 2nd birthday on March 28th . This girl is my baby Merielle Precious Jewel. Your growing up so fast into such a beautiful skwesh. I love you my daughter no matter what, and I will always be there for you. Once again Happy 2nd birthday Merielle. With all my love Your Mommy Pierrette Salt.(Wask)

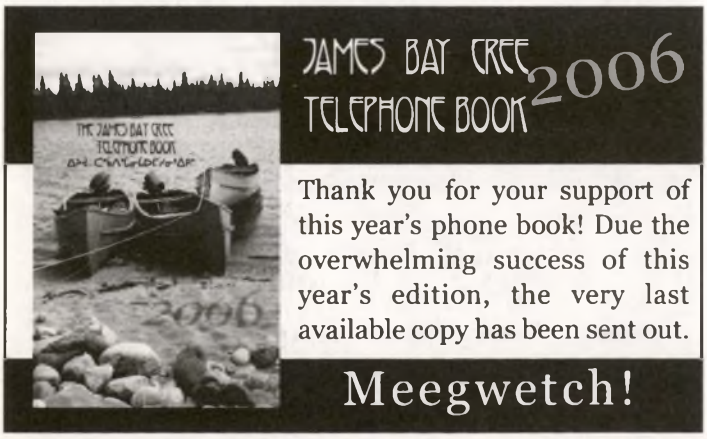
I would like the whole Cree Nation to know that I have a sister name Merielle Precious Jewel Salt. And she'll be celebrating her 2nd birthday on March 28th . Your already turning 2 years old. BOY! your growning up so fast it`s only like yesturday when u came into this world.I love you my sister and I will always be your sister n most of all your best friend.Love always your sister Myra Tawnee Blackned all the way from (Wask).

On March 17th , a special little girl will be celebrating her 3rd Birthday in Waskaganish or Ojay. Wherever you will be, we want to wish you a very happy birthday. How's our little Dora'sh doing? Hey Dora lover, we hope you have fun on your special day, which we know you will. We're sorry we can't be there but we will get you something when we get back...we know, we know...it has to be something Dora...Happy 3rd Birthday little one!!! We sure miss you so much. From your Auntie Sabrina and cousins Kelsie and Kohl, all the way from Ottawa.xoxoxox

Wishing my friend since childhood a very happy birthday, well a belated birthday I should say..Brenda Iseroff from Val-d'Or. Hoping your special day was good enough to say you had a blast. It's a blessing to me to have your friendship girl, take care and hope to see you soon. Take care of your boys (all 4 1 & 1 4 all).lol. Love ya guys & miss you guys too!!...Andrew says happy birthday Brendra..lol…love ya girl...later! Xoxoxoxo.

Birthday wishes to my mom on March 9th. I love you very much and wish you a wonderful day. Love Beegwesh.

Dear Amira & Hicham Djemai: Hey want know what's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the best thing about being a teenager?? You can enjoy the adult privileges and kid-like fun too! Wishing you best of both the worlds! Happy Birthday Amira on March 15th and Hicham on March 16. It's been a beautiful feeling seeing you grow up! You keep growing more & more wonderful with every passing year, Happy Birthday again kids! Love Mom, Sally xoxoxo.

We would like to wish our dad a happy birthday on March 12, 2006...happy birthday dad and many more birthdays to come. We love you so much. Love always, your children Shayline and Deion Bobbiish.

We would like to wish a happy 4th birthday to our daughter, Shayline Bobbish on March 14, 2006 and many more birthdays to come....and we love you so much. Love always, Mom & Dad, Sarah, Sam & Junior Bobbish.

We would like to wish a happy belated birthday to our son, Deion Bobbish on Feb.15, 2006...Happy 1st birthday abd, many more birthdays to come. Love always, your Mom and Dad, Sarah, Sam & Junior Bobbish.

I want to wish my dad Larry Shecapio, a happy 33rd b-day on March 12, 2006. I love u and I hope u enjoyed your day. Love, your daughter Merissa Voyageur Shecapio!

Babe, I love you and I think about you every minute, I know we have made mistakes but we learn from them. No matter if people say we are wrong for each other cause we had made mistakes, we don't listen to them cause they don't understand us, we don't give up on us and that's how I know we are stronger than ever! I have known you for a while now. I'm still falling in love with you and you make my knees weak, and I still get butterflies when we ~kiss~. Sometimes we get angry and selfish cause were afaid to lose each other but we remind ourselves that we are there for each other, now that we have a daughter it's more getting more wonderful in our lives. I will always be there for both of you and take care of you both, I love you, I love you and I love you always. ~Love Babe~

Happy 1st Birthday to my son, Julius Rayan Stephen on May 11th, 2006. I just want to tell you how much I love you. You mean the world to me. Once again, Happy 1st Birthday. With love, your Mom, Valerie Stephen, xoxo (Wask.)

We want to wish a little boy a Happy Birthday. He turned 5 years old on March 20th. He's from Waskaganish, he loves to watch Wrestling.....especially John Cena. He likes a girl her name is.....LOL. Kenny Moar we want to say Happy Birthday and we love you so much "sonshine"from everyone @ home. We know you had fun at your birthday party .....opening your gifts/envelopes/blowing out your candles.

I want to congratulate my sister April Ottereyes on the birth of her baby girl Hillary Harmony Angel.....(Ottereyes?) I hope that soon I`ll be able to see her, can't wait meet her. I know it`s kinda late to congratulate you sis, but at least I didn`t forget you! And by the way, Happy belated birthday en plus.....lol. Don`t forget me on my birthday that`s coming up...(kidding) Take really good care of your baby gurl....I know you will. You are the perfect mother to Hillary. I love you and I miss you so much. Hope to see you VERY SOON! Take care sis.....love always your sister all the way from Amos, June Ottereyes -XOXOXOXOXOX-OX-

Wishing a happy belated birthay to Marisa Whiskeychan on March 17. Happy belated birthday and many more to come. I love you and miss you so much ,hope to see you soon. I will always love you,no matter what, I am always here when you need me, okay .....love always Heather, miss you and I will call you sometimes. Xoxox

We, here at Wachanagan Crescent (Wemindji) I would like to extend a Happy 1st Birthday greeting to our adorable grandson, Brayden Dale Trey on April 7 , and a lot more to come. With lots of love and kisses .....Granny & Grandpa.

PERSONAL – 300

Thanks for your unconditional love. Thanks for always being there. Thanks for always making me happy. I love you more than anything. I am glad to be yours. I can't wait for the birth of our baby in July. I miss you and take care of yourself. I love you. To Jumbee. Love Ali

The Ouje-Wolves Midget Hockey team would like the Ouje-Bougoumou Chief & Council, Abel Bosum Consulting, parents and the members who supported and sponsered them for the 2006-2007 season. The team came back and won in overtime against Mistissini Rockets 4-3 and won the Inland Midget Conference Championships (best out of three series) Ouje-Wolves are heading to the James Bay Minor Hockey Championships in Waskaganish between March 18 & 19, 2006 against Chisasibi. Good luck and work hard!!!! From the parents, fans and community members of Ouje-Bougoujmou Cree Nation.

PUBLIC SERVICE ANNOUNCEMENTS – 400

The Native Women's Shelter of Montreal now has a 1-800 number. You can now reach us toll-free at: 1-866-403-4688. Please check out the new website at: www.nwsm.info and feel free to give us any feedback.

Do you need help? Someone to talk to? Call the Kid's Help Phone's toll-free number, at: 1-800-668-6868 or check out their website at: www.kidshelp.sympatico.ca.

The Nation

Cover date on magazine	Volume & Issue No.	Deadline to receive ad material
	2006	
April 14	13-11	March 31
April 28	13-12	April 14
May 12	13-13	April 28
May 26	13-14	May 12
June 9	13-15	May 26
June 23	13-16	June 9
July 7	13-17	June 23
July 21	13-18	July 7

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Vegetables

- 2 or more differents kinds
- Fill half your plate with vegetables

Fruit

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Milk or water

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Starch

One of these :

- Whole wheat Bannock
- Whole wheat bread
- Potatoe
- Whole wheat pasta
- Brown rice

Protein

One of these :

- Traditional meat
- Fish
- Skinless chicken
- Peanut butter
- Eggs

Make your plate look like this...

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Let's try it!

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For more information on the training programs, contact:

Andrea Kitchen,
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Toll Free 1-877-441-1101

You can also visit your local Niskamoon Community Coordinator for more information on the training programs.

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